

Type 3 Incident Management Team (IMT) Program Overview

In August 2003, USFA convened a focus group of stakeholders and experts from across the country to best determine the means to develop Type 3 Incident Management Teams (IMTs). The focus group agreed to stay with the basic National Wildfire Coordinating Group (NWCG) Incident Command System (ICS) training and typing models for the all-hazards emergency response community.

Type 3 IMT: Local, State, Tribal or Urban Area Security Initiative (UASI)

A multi-agency/multi-jurisdictional team for extended incidents formed and managed at the local, state, or tribal level. It is a designated team of trained personnel from different departments, organizations, agencies, and jurisdictions. Type 3 IMTs are deployed as a team of 10-20 trained personnel, representing multiple disciplines who manage major and/or complex incidents requiring a significant number of local, state, or tribal resources. They manage incidents that extend into multiple operational periods and require a written Incident Action Plan (IAP). These incidents can include weather-related disasters such as a tornado, earthquake, or flood; a joint law enforcement operation; public health emergency; or a planned exercise or event. A Type 3 IMT may initially manage more complex incidents that later transition to a National Level IMT.

USFA Type 3 IMTs are represented in all 10 FEMA regions.

IMT Development Concept

Recommended for assigned members of Type 3 IMTs

- Appointed by local, state, or tribal Authority Having Jurisdiction (AHJ).
- ICS 100, ICS 200 (web-based or classroom) or equivalent
- ICS 300, ICS 400 or equivalent (Command and General Staff Functions for Local IMTs (O337) is equivalent, transitioned to states for delivery in 2008)
- USFA Type 3 IMT (O305) offering, customized simulation (50-hour on site); or S-420
- ICS position-specific professional development offered through the Emergency Management Institute (EMI) and coordinated with the FEMA regions and State Emergency Management and Fire Training Directors
- Field training assignments

Professional development for Type 3 IMTs is part of USFA's Type 3 IMT Technical Assistance Program, available to local, state, UASI, and tribal regions.

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Incident Management Team Development

Incident Management Team (IMT) development is designed to meet the needs of the IMT and provide opportunities for application of IMT skills at the appropriate level (Local IMT - local/regional incidents, Type 3 IMT - local/state/tribal incidents). As of January 2012, this professional development includes:

- Per National Incident Management System (NIMS): All responders who may serve in command or general staff positions must have ICS-100, 200, 300, and 400; IS-700 and IS-800
- Type 3 IMTs: Team development - USFA Type 3 IMT (O305) (5-day offering); field mentoring; ICS position-specific training through the Emergency Management Institute (EMI)
- National IMTs: Performance-based training regimen identified by the National Wildfire Coordinating Group (NWCG) in PMS 310-1, Wildland Fire Qualification Guide (PDF, 1.2 Mb)

Professional development for Type 3 IMTs is part of USFA's Type 3 IMT Technical Assistance Program, available to States, Urban Area Security Initiative (UASI) regions, tribal nations, and other areas with a high potential for incidents of national consequence or national special security events.

Team Development

An important part of the IMT program is team development. This is where the members of an IMT work as a team, and learn the knowledge and skills needed to perform effectively in a learning environment under stressful, dynamic conditions. Team decision-making is a critical aspect of effective IMTs, and this skill must be developed by the team as a whole in an exercise/activity environment so that it can be applied appropriately during an emergency.

ICS Position-Specific Professional Development

FEMA/EMI, along with NWCG, the U.S. Department of Health and Human Services, the U.S. Department of Agriculture, the U.S. Coast Guard, and the U.S. Environmental Protection Agency, have developed ICS position-specific professional development opportunities. The EMI and NWCG performance-based position-specific development consists of fifteen classroom-based courses:

- All-Hazard Incident Commander (IC)
- All-Hazard Operations Section Chief (OSC)
- All-Hazard Planning Section Chief (PSC)
- All-Hazard Logistics Section Chief (LSC)
- All-Hazard Finance/Administration Section Chief (FASC)
- All-Hazard Safety Officer (SOFR)
- All-Hazard Liaison Officer (LOFR)
- All-Hazard Public Information Officer (PIO)
- All-Hazard Situation Unit Leader (SITL)
- All-Hazard Resource Unit Leader (RESL)
- All-Hazard Supply Unit Leader with Ordering Manager (SUPL)
- All-Hazard Finance/Administration Unit Leaders (FAUL)
- All-Hazard Facility Unit Leader (FUL)
- All-Hazard Division/Group Supervisor (DGPS)
- All-Hazard Communication Unit Leader (COML)

Delivery of ICS position-specific courses will be coordinated by EMI. In California this is coordinated by CalEMA Training Division.

Field Training

Field training consists of designated USFA Type 3 Incident Management Team (IMT), or single resource from an IMT deployed to an incident where they will be mentored by a qualified/credentialed person from a National IMT. Field training provides Type 3 IMT members with hands-on experience through meaningful tasks and assignments enhancing knowledge of their position: to learn first-hand about IMT operations during major emergencies/incidents. Type 3 IMT members may have some tasks reviewed and signed off in their ICS position task books (PTB) during these assignments. Assignments are intended to be both personal and professional development opportunities. **Due to a limited number of appropriate incidents, field training is only available for USFA Type 3 IMTs developed under USFA's Type 3 IMT Technical Assistance Program and coordinated through the USFA Type 3 IMT program office.**

The USFA Type 3 IMT Host Guide (PDF, 992 Kb) provides instructions to host agencies on how to set up the Type 3 IMT course. It describes the facilities, equipment, and material necessary to conduct the course properly.